United Nations ST/SGB/1999/9

Secretariat

24 June 1999

Secretary-General's Bulletin

Steering Committee for the Improvement of the Status of Women in the Secretariat*

The Secretary-General, for the purpose of reaffirming the importance of the principle of gender equality and of the improvement of the status of women in the Secretariat and throughout the United Nations system, promulgates the following:

Section 1
Steering Committee for the Improvement of the Status of Women in the Secretariat

The Steering Committee for the Improvement of the Status of Women in the Secretariat is an advisory body to the Secretary-General. The findings and recommendations of the Steering Committee are a major, independent source of guidance to the Secretary-General in his or her efforts to achieve the goal of gender equality in the Secretariat. The conclusions and proposals of the Steering Committee form an important basis for the Secretary-General's policy-making in this area, as well as for reporting to the General Assembly on the progress made in the improvement of the status of women.

Section 2
Terms of reference

2.1 The Steering Committee shall have the following terms of reference:

(a) To review and evaluate the Strategic Plan of Action for the Improvement of the Status of Women in the Secretariat for 1995–2000, taking into account the relevant provisions of the Beijing Declaration and Platform for Action, adopted by the Fourth World Conference on Women, and the Statement of the Administrative Committee on Coordination on Gender Equality and Mainstreaming in the work of the United Nations system;

(b) To initiate and review proposals for policies and concrete measures for the achievement of the goal of gender balance in the Secretariat;

(c) To initiate and review proposals for the institution of a more gender-sensitive work environment supportive of the needs of the staff, both women and men;

(d) To monitor the implementation of the special measures for the achievement of gender balance in the Secretariat, including the compliance of those accountable in the Organization with existing policies and guidelines;

(e) To monitor the development and implementation of action plans by heads of departments and offices to achieve the goal of gender balance in individual departments and offices;

(f) To review the impact of proposed reforms in human resources management policies and practices on female and male staff members with a view to ensuring that the goal of gender equality is fully taken into account;

(g) To receive any matters which might be referred to it by local Steering Committees where established at other duty stations and to advise the Secretary-General as appropriate.

* *Personnel Manual* index No. 1180.

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Section 3
Reporting

The Steering Committee shall report directly to the Secretary-General, on a regular basis, on matters within its competence.

Section 4
Composition

4.1 The Steering Committee shall consist of a Chairperson, the Assistant Secretary-General, Special Adviser on Gender Issues and Advancement of Women, a Vice-Chairperson and eleven members.

4.2 The members of the Steering Committee shall be appointed by the Secretary-General for renewable terms of two years. They shall serve in their personal capacity.

Section 5
Final provisions

5.1 The present bulletin shall enter into force on 1 July 1999.

5.2 Secretary-General's bulletins of 7 March 1986 and 31 January 1996, respectively, entitled "Steering Committee for the Improvement of the Status of Women in the Secretariat" (ST/SGB/216 and Add.6), and Secretary-General's bulletin of 8 March 1977, entitled "Equality of men and women in the Secretariat" (ST/SGB/154), are hereby abolished.

(*Signed*) Kofi A. **Annan**
Secretary-General